

City of Taylorsville
CITY COUNCIL WORK SESSION
Minutes

Tuesday, November 23, 2004
Conference Room No. 202
2600 West Taylorsville Blvd.
Taylorsville, Utah 84118

Attendance:

Mayor Janice Auger

Council Members:

Chairman Les Matsumura
Vice-Chairman Russ Wall
Council Member Bud Catlin
Council Member Morris Pratt
Council Member Jerry Rechtenbach

City Staff:

John Inch Morgan, City Administrator
John Brems, City Attorney
Larry Marx, Chief of Police
Gerry Orr, City Finance Director
Virginia Loader, City Recorder
Robin Kishiyama, Council Coordinator

Others: Heath Lowry, Suzan Bukovinsky, Jolene Dearden, Gordon Wolf, John Gidney, James Lancaster

WELCOME AND INTRODUCTION

Chairman Les Matsumura called the meeting to order at 6:08 p.m. and welcomed those in attendance.

1. Discussion Regarding Hiring/Recruitment Practices for the Police Department

Chairman Matsumura presented charts that he prepared representing the biggest concerns that the current deputies have about becoming a deputy of Taylorsville City. The biggest concerns represented were Pay, Probation 1 Year, Benefits, Vehicle, Other.

Prior to the meeting, Council Chairman Matsumura provided email comments that he had obtained from current deputies serving in Taylorsville. He explained that he was able to talk with three different shifts of deputies from which he gathered his comments. He said that it is not a complete sampling, but it represents more than one-half of the deputies.

Discussion was held and opinions expressed regarding the process of establishing a police department, communication, hiring practices, making a smooth transition and what is in the best interest of the citizens.

Each of the deputies concerns were then addressed as follows:

Probation:

Chief Marx explained that having a probationary period is a standard practice in order to make sure an employee is going to fit into the organization.

Discussion was then held regarding communication problems within the City. Mayor Auger recommended that there be more consistent communication from the City Council and Administration.

Council Member Morris Pratt said that he feels that the City Council cannot agree on anything and he feels pressured to make decisions that he is not prepared to make.

Mayor Auger explained that the City Council has a few more decisions to make and then the rest of the decisions should be left up to the Chief not the City Council.

Following discussion, the consensus of the City Council was to hire in a two-tier process. If an officer is hired prior to April 1, 2005, there would not be a probationary period imposed and if an officer is hired after April 1, 2005, a one-year probationary period would be required.

Benefits:

Discussion was held regarding benefits and it was the consensus of the City Council to issue a benefit package that is the same as the existing City employees. However, it was decided to increase the current maximum of Time off with Pay from 280 hours to 320 hours and to add another tier to the existing breakdown for increased TOWP benefit.

Lengthy discussion was held regarding current deputies' vacation time/pay with Salt Lake County and the transfer, cash value and funding.

Vehicle Use Policy:

Chief Marx explained that the Vehicle Use Policy would allow officers who live within 15 miles driving distance from the City Offices to be assigned to take home cars as part of the Departments car per officer program. He further explained that he feels that this policy is for the best interest of the citizens of Taylorsville.

Council Member Rechtenbach said that he feels it is a reasonable policy and he supports it. Council Member Catlin said that he feels that the policy should be set by the Chief. Council Member Pratt said that he supports the policy but with a watchful eye on the budget. Council Members Matsumura and Wall opposed the policy because they feel it is a loss of benefit to the officers.

Pay:

Discussion was held in regards to the proposed Pay Plan and all five Council Members said they were in favor of the plan. It was explained that 81% of the proposed Police Department Budget is due to wages and benefits. Also, officers receive a retirement benefit of 23.460%.

Suzan Bukovinsky spoke in favor of the proposed pay plan and said that as a citizen she knows that there will be future increases to the budget. She said that she feels that the citizens of Taylorsville need to be realistic and realize that costs will increase as time goes on and a tax increase may be necessary.

Discussion was then held regarding the testing procedure. Chief Marx said that he will be using a new test that is objective rather than subjective that has been tested and validated. He said that it provides a better placement mechanism than the previous test that has been administered for a long period of time.

2. Discussion of Proposed Amended Budget for the 2004-2005 Fiscal Year Providing Funding for Police Department Operational Expenses

Discussion was held regarding the proposed Budget for the Police Department. Although the Council Members had no questions or comments regarding the budget, the following were their concerns:

Council Member Wall reminded the Council that a Public Hearing is scheduled for December 1, 2004 for the proposed amended budget.

Council Member Morris Pratt expressed concern about the April 1st deadline being too soon.

Council Member Rechtenbach said that the Council should move forward with the deadline until they can see that it is not working.

Council Member Catlin said that he is nervous about the budget, the time frame and hiring. He recommended that the issue be put on hold and see if there is interest in contracting with Salt Lake County.

Council Member Matsumura said that he does not feel that they will not get the deputies they want or the leadership they want.

At the conclusion of the discussion, Council Member Bud Catlin said that he has budget issues in that he feels that they are moving too fast on this issue. The other Council Members said that they did not have any budget issues.

At the request of Chairman Matsumura, John Gidney from the Budget Committee said that he feels that the budget has been very well thought out and it is normal procedure to look at a budget at midyear and make necessary adjustments.

Jolene Dearden, Budget Committee, said that she feels the same as John Gidney in that she feels that the budget has been very well thought out and she encouraged the Council to move forward with the creation of the Police Department.

Council Member Jerry Rechtenbach said that if the Council decides to turn back and remain contracting with Salt Lake County that they stay there and do not look at creating a police department in Taylorsville.

Council Member Russ Wall that he feels that the damage that has been done is irreparable no matter which way they chose to go. He said that he is concerned that he has not seen a smooth transition.

Council Member Morris Pratt said that he would like to hear positive comments from deputies in regards to the new police department.

Heath Lowry, Salt Lake County Deputy, spoke and expressed his feelings regarding a smooth transition to Taylorsville City and he stated that Chief Marx has a very good reputation and that there are many deputies that would like to work for him. He said that the main concerns of the City should be to hire capable, competent deputies in order to insure safe and well-protected citizens of the City. He also said that the deputies are viewing the City as "unstable" and they no longer have a need to leave Salt Lake County. He recommended that Chief Marx be allowed to establish a Police Department, as he is qualified to do, and that the City Council stand behind the Chief and give him his budget and let him go to work..

3. Discussion of Issues and Open Items that Relate to Police Services

Council Member Russ Wall recommended that the City contact Salt Lake County first before proceeding with the City Police Department. Chairman Matsumura asked for comments from the Council Members in this regard.

Councilman Pratt said Yes, that he is in favor of going back and asking them where they are now. However, ultimately, in one year, he said that he views Taylorsville with their own police department.

Councilman Wall said Yes, that he feels it would be worthwhile to talk to Salt Lake County, anything to further a Metro plan.

Councilman Catlin said Yes.

Councilman Rechtenbach said No, that he is in favor of moving ahead with a Police Authority but he is not in favor of going back to Salt Lake County.

Council Chairman Matsumura said No that he does not want to open negotiations with Salt Lake County, but he is not happy at the direction the City is going with the deputies.

Councilman Wall said that he has heard of interested parties forming a Unified Police Authority and recommended that the City look into that.

Mayor Auger said that she has not been invited to a meeting where this has been discussed nor has she had any discussion with anyone in this regard.

Councilman Wall requested that the Mayor contact UnderSheriff Carr and express interest in a Unified Police Authority.

4. Other Matters

There were no other matters to discuss.

5. Adjournment

Council Member Russ Wall **MOVED** to adjourn the Work Session. Council Member Morris Pratt **SECONDED** the motion. Chairman Matsumura called for discussion. There being none, he called for a vote. The vote was as follows: Catlin-yes, Pratt-yes, Wall-yes, Matsumura-yes,

Rechtenbach-yes. **All City Council Members voted in favor and the motion passed unanimously.** The meeting was adjourned at 9:39 p.m.

Virginia Loader, City Recorder

Minutes approved: CC 12-01-04